Department of Natural Resources Facts - FY '07

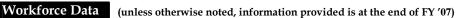
http://www.iowadnr.com/

General Information

Address: Wallace Building 502 Ninth Street

FT EEs:

Des Moines, IA 50319-0034



(unless otherwise noted, information provided is at the end of FY '07)
PT EEs: 6 # Temporary EEs: 400 Average Length of Service: 14.24

Span of Control: 12.80 % Performance Evaluations Completed: 84.0% Total Unemployment Insurance Claims: 57

Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<25	15	45-54	285	<25	0	45-54	37	# of Females:	266	# of Males:	679
25-34	210	55-64	194	25-34	6	55-64	22	% of WF:	28.15%	% of WF:	71.85%
35-44	236	65+	5	35-44	17	65+	0	Average Age:	43.05	Average Age:	45.13
Employ	Employee Average Age: 44.53			Supervisor Average Age: 49.69			49.69	Average Length of Service: 11.08		Average Length of Service: 15.50	

<u>Minorities</u>		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities:	51	# of African-American:	11	# of Non-minorities:	893
% of Workforce:	5.40%	# of Asian:	21	% of Workforce:	94.50%
Average Age:	44.76	# of American Indian:	11	Average Age:	44.54
Average Length of Service:	11.89	# of Hispanic or Latino:	8	Average Length of Service:	14.40

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities		
# of Persons With Disabilities: 42		# of Persons With Non-Disabilities: 835		
% of Workforce:	4.44%	% of Workforce:	88.36%	
Average Age:	51.18	Average Age:	44.04	
Average Length of Service:	20.92	Average Length of Service:	13.82	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 125	EEO Category 2: 497	EEO Category 3: 146	EEO Category 4: 124
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 47	EEO Category 7: 4	EEO Category 8: 2
Separation Rate: 4.13%	Hire Rate: 8.48%	Number Hires: 70	Transfer In: 8
Retirements: 11	All Terminations: 4	Voluntary Quits: 16	Transfer Out: 7

# of Classes Used: 85	Most Populous Classes: Environmental Specialist (104), Conservation Officer (86), Natural Resources Technician 2 (83)				
Separations - By Class:	Environmental Specialist (6), Conserva	tion Officer (3), Environmental Engineer (3)			
# Eligible for Retirement:	186 in the next 5 years	% Eligible: 19.68%			

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$491,542.97	\$67,957.04	\$55,861,677.50	\$54,766.13	265.2
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$61,363.75	\$2,657.60	\$3,369.60	\$5,152.00	\$5,000.00
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$3,028,540.30	Value: \$4,074,394.85	18,906.3	\$3,722,677.89	17,157.1
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: 1,142	13,744.1	Expense:	4,621.4	Vacation Days Used:
		\$933,195.98		2,229.1
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:	
	Value:		4.89	Converted Sick Leave To
	\$2,772,516.50			Vacation Used Expense:
				\$505,979.94
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	Reclassifications	<u>Grievances</u>
Expense:	1.1	N/A	Up (Filled): 23	Contract Grievances: 4
\$172.54			Up (Vacant): 1	Disciplinary: 3
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 14	Language: 1
Expense:	149.8	\$8,993.04	Down (Vacant): 2	Non-Contract Grievances: 1
\$32,488.37			Lateral (Filled): 0	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 1
Expense:	44.4	\$0	Approx. Annual New Cost of	Arbitrations: 2
\$10,472.77			Reclassified Positions:*	
			\$(40,281.18)	
		1		

^{*} based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '08) RUU:	148	Minorities: Current Year (FY '08) RUU:	23	PWD: Year (FY '08) RUU:	56
Current Year (FY '08) Goal:	13	Current Year (FY '08) Goal:	5	Current Year (FY '08) Goal:	8

Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: July 17, 2008

